



ACHSCP Impact Assessment – Stage 1 – Proportionality and Relevance

Name of Policy or Practice being developed	Reduction of bed capacity at Cyrenians Wernham House
Name of Officer completing Proportionality and Relevance Questionnaire	Kate Humphrey
Date of Completion	23-01-2026
What is the aim to be achieved by the policy or practice and is it legitimate?	<p>Cyrenians Wernham House is a registered care home that provides residential care and support for individuals living with alcohol addiction and associated mental health difficulties.</p> <p>The current environment and infrastructure at the Wernham House site is no longer fit for future needs, and the service requires re-provisioning as outlined in the ‘Independent Living and Specialist Housing Provision Market Position Statement 2024–2034’. Work is underway with Registered Social Landlords and the service provider to identify an alternative site and progress this development through the Strategic Housing Investment Plan. The commissioning of a new service will be informed by best practice in service model, design, and capacity to ensure it meets the needs of this population. This is a complex and lengthy process, and significant progress will take time; no quick solution is anticipated.</p> <p>As work progresses on longer-term re-provisioning, an interim option is being considered to reduce bed capacity at the current site. The proposal is to reduce the bed capacity commissioned by ACHSCP from 18 to 16. This forms part of the budget-saving proposals and is consistent with the Contracts Review Programme of Work, which requires the review of contracts to identify opportunities to reconfigure, close, or reduce services. Implementing this change would contribute towards achieving a balanced budget for ACHSCP in 2026/27.</p>
What are the means to be used to achieve the aim and are they appropriate and necessary?	<p>This option proposes:</p> <ol style="list-style-type: none">1. Review of demand and capacity of Wernham House to understand the possible impact to service users, the HSCP and wider stakeholders regarding any change in bed capacity.2. Review the purpose and effectiveness of the current model.3. Collaboration with the Provider as to how the aim can be achieved without / the least financial penalty to them and to ensure minimal impact to staffing and existing service users.

<p>If the policy or practice has a neutral or positive impact please describe it here.</p>	<p><u>Neutral Impact</u> Current service users / residents would not be impacted by this proposal. Taking into account there is no like for like provision for service users to re-locate to, any reduction would be undertaken in a planned way and would occur when a void becomes available.</p>
<p>Is an Integrated Impact Assessment required for this policy or decision (Yes/No) <i>Note – if multiple assessments are required please complete a separate template for each of these and embed them in the section below ‘Rationale for Decision’ with a brief supporting narrative. This will ensure all relevant assessments are connected regardless of the stage they are at in the process.</i></p>	<p>Yes</p>
<p>Rationale for Decision NB: consider: -</p> <ul style="list-style-type: none"> • How many people is the proposal likely to affect? • Have any obvious negative impacts been identified? • How significant are these impacts? • Do they relate to an area where there are known inequalities? • Why are a person’s rights being restricted? • What is the problem being addressed and will the restriction lead to a reduction in the problem? • Does the restriction involve a blanket policy, or does it allow for different cases to be treated differently? • Are there existing safeguards that mitigate the restriction? 	<p>Wernham House is an 18-bedded unit, one of which is designated as a staff sleepover room, providing accommodation for up to 17 residents.</p> <p><u>Age and Disability</u> Wernham House provides care and support to adults over the age of eighteen.</p> <p>Alcohol addiction is not considered a disability under The Equality Act 2010, despite alcohol-related conditions falling under the grouping “Disorders due to Substance Use and Addictive Behaviours” in the ICD-11. However longer term physical, mental or cognitive impairments caused by long-term alcohol use or alcoholism may fall within the Act’s definition of disability.</p> <p>Wernham House typically supports individuals with co-occurring cognitive impairments and other associated mental health conditions. Subsequently, this proposal would predominantly impact on the protected characteristics of Age and Disability.</p> <p>As the proposal relates to a small reduction in the bed capacity commissioned through ACHSCP, any resulting impact should be considered proportionate to the scale of this change.</p> <p>There are currently 14 placements at Wernham, following recent movement, and three voids (one of the voids relates to new flooring being laid and the room currently therefore being unavailable). Further data is being sought to fully understand the demands and usage of the service.</p> <p>In respect of the existing service users at Wernham House, there is not currently a like for like resource that they could move to - should they continue to require the same level of resource - nor would this achieve a cost saving benefit. Consideration as to how a bed reduction is safely achieved is an area that will require collaborative work with the provider. This may need to</p>

	happen over a staged phase, as and when existing service users move on or step down to alternative community provision.
Decision of Reviewer	Agreed
Name of Reviewer	Iain Ramsay
Date	23-01-2026

APPENDIX C

ACHSCP Impact Assessment – Stage 2 – Impact Assessment

Description of Policy or Practice being developed including intended aim.	Reduction of bed capacity at Cyrenians Wernham House
Is this a new or existing policy or practice?	<p>The current contract, awarded through a direct award process, has been in place for several years, having most recently been renewed on 1 April 2025. It is scheduled to expire on 31 March 2030. It is delivered under a block-funded arrangement.</p> <p>An approach is now being considered to move to a smaller block fund arrangement of 16 beds (15 service user beds), which would enable a planned reduction in bed capacity, as a cost saving initiative.</p>
Name of Officer Completing Impact Assessment	Kate Humphrey
Date Impact Assessment Started	23-01-2026
Name of Lead Officer	Iain Ramsay
Date Impact Assessment approved	

Summary of Key Information

Groups or rights impacted.	<p><u>Age and Disability</u> Wernham House provides care and support to adults over the age of eighteen.</p> <p>Alcohol addiction is not considered a disability under The Equality Act 2010, despite alcohol related conditions falling under the grouping “Disorders due to Substance Use and Addictive Behaviours” in the ICD-11. However longer term physical, mental or cognitive impairments caused by long term alcohol use or alcoholism may fall within the Act’s definition of disability.</p> <p>Wernham House typically supports individuals with co-occurring cognitive impairments and other associated mental health conditions. Subsequently, this proposal would predominantly impact on</p>
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the protected characteristics of Age and Disability.

There are currently 14 placements at Wernham and three voids (one of the voids relates to new flooring being laid and the room currently therefore being unavailable). Further data is being sought to fully understand the demands and usage of the service.

There is currently no like-for-like alternative resource for the existing service users at Wernham House should they continue to require the same level of support. Moving individuals elsewhere would also not generate any cost savings.

Work will be needed with the provider to determine how any reduction in bed numbers can be achieved safely. This is likely to require a phased approach, aligned with service users moving on or stepping down to other community-based options. Importantly, the proposal would not affect the individuals who are currently accessing the service.

The primary impact relates to future ACHSCP referrals, as a reduced bed capacity may lead to increased waiting times for placement. Although there is currently no waiting list and three beds are void, this position is subject to change.

Carers: paid/unpaid, family members

There is a potential negative impact on carers (paid and unpaid) if individuals are waiting longer in the community for a placement at Wernham House.

Homelessness: people on the street; staying temporarily with friends/family; in hostels, B&Bs.

There is a potential negative impact on individuals experiencing homelessness, including those residing in homeless accommodation and awaiting a placement at Wernham House.

Health and Social Care Service Provision

There is a potential negative impact on wider systems should the proposal be agreed and there is reduced bed capacity.

	<p>This may include delayed discharge in hospital, hospital presentations (A&E), contact with Unscheduled Care Service at Royal Cornhill Hospital and additional pressure on community social work teams, out of hours services and Police Scotland.</p> <p>In consultation with the provider, it was highlighted that a bed reduction potentially may have an adult support and protection and public protection impact in terms of increased street drinking and associated risks to this.</p> <p>As the proposal relates to a small reduction in the bed capacity commissioned through ACHSCP, any resulting impact should be considered proportionate to the scale of this change.</p>
<p>Feedback from consultation and engagement and how this informed development of the policy or practice</p>	<p>Consultation with the Provider is ongoing, and they have directly contributed to the development of this Integrated Impact Assessment.</p> <p>Consultation and engagement with the identified groups will be carried out to help refine the assessment of impacts and inform the final recommendations. Planning for this engagement activity will take place in the coming weeks.</p>
<p>Performance Measures identified, where these will be reported and how impact will be monitored.</p>	

Review

<p>Date the Impact will be reviewed</p>	
<p>Rationale for Date</p>	

Having considered all of the groups, duties and rights in the list at Appendix A of the Guidance on Impact Assessment could this policy or practice have a negative impact on any of the following. Please answer Yes or No. If you answer Yes, please specify precisely which particular group, duty or right will be impacted and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics			
Fairer Scotland Duty			
Health Inequality			
Specific Groups			
Human Rights			
UNCRC			

Will there be any cumulative impacts between this policy or decision and others	Yes	No
Describe what this cumulative impact will be and include evidence mitigations in the sections below		

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions

Scottish Specific Public Sector Duties (SSPSED)

Procured, Tendered or Commissioned Services

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children's rights and the Fairer Scotland duties be addressed?

ACHSCP Impact Assessment – Stage 4 – Review

Name of Impact Assessment being reviewed	
Name of Officer completing review	
Date Review Commenced	
Reason for Review (scheduled or accelerated)	
Reason for Accelerated Review	
Name of Lead Officer	
Date Review Completed	

Summary of Key Information

What amendments have been identified to the original Impact Assessment?	
What evidence do you have for these amendments?	
What actions have you taken to review the policy or practice in light of the review?	

Having considered all of the groups, duties and rights in the list at Appendix A of the Guidance on Impact Assessment has the impact of this policy or practice changed from the original assessment? Please answer Yes or No. If you answer Yes, please specify precisely what change has occurred and which particular group, duty or right it affects and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics			
Fairer Scotland Duty			
Health Inequality			
Specific Groups			
Human Rights			
UNCRC			

Will there be any cumulative impacts between this policy or decision and others	Yes	No
Describe what this cumulative impact will be and include evidence mitigations in the sections below		

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place in light of the changes identified above.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions